

Note: Numbers highlighted in **red** are for ease of viewing, numbers highlighted and bolded in **red** indicate statistically significant results ($p < 0.05$).

Supervisor Access and Availability

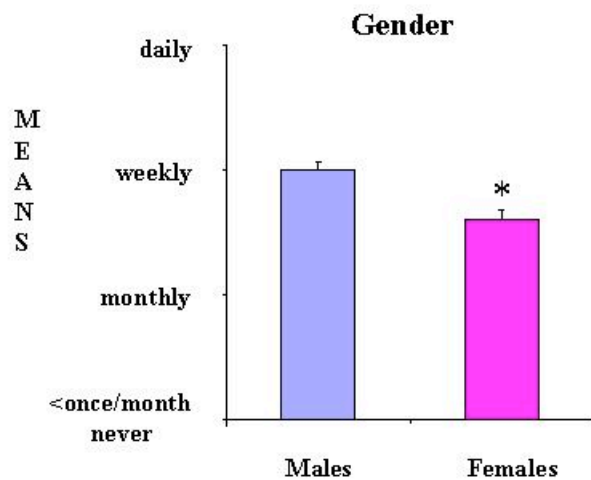
An important aspect of mentoring is the ability of the fellow to meet regularly with the supervisor. Fellows were asked to rate their supervisor's availability. Eighty-five percent of the fellows felt their supervisor was either always (**47%**) or mostly (**38%**) available, whereas only **15%** felt the supervisor was occasionally available and **1%** not available at all. This suggests that most fellows found their mentors accessible. How often do these fellows meet with their supervisors? The majority (**46%**) met weekly, with **26%** meeting daily with their supervisors. Over **88%** of the fellows felt these meetings were sufficient for their needs (not shown). Further investigation into reasons why some (**12%**) fellows felt the meetings were not sufficient for their needs might help identify areas for improvement.

85% reported that their supervisor was always/mostly available.

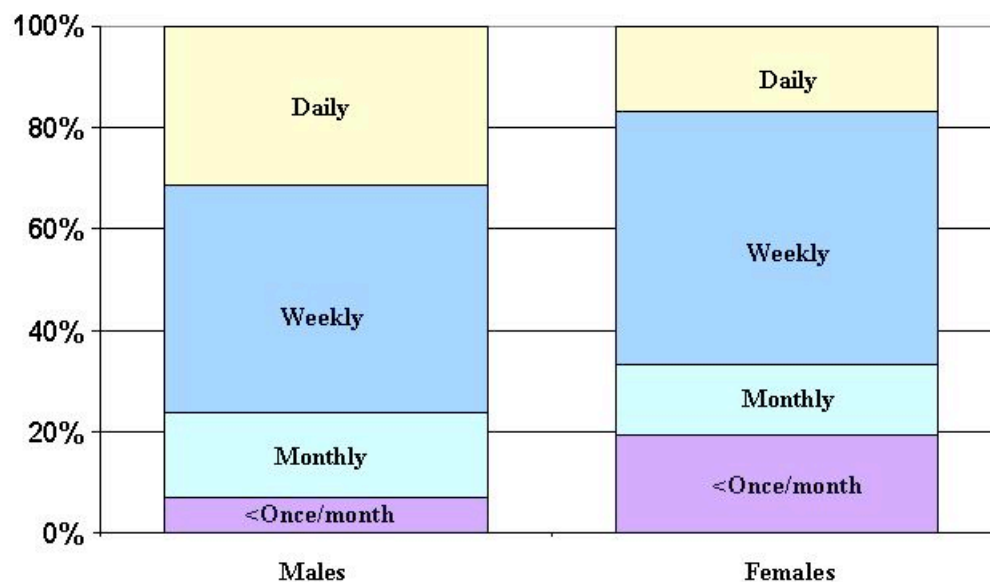
		Gender			All Fellows
		Male	Female	Unknown	
13-Rate supervisor's availability					
Always available	Number of fellows	138	89	1	228
	Column Percent	49.25	43.27	50.20	46.91
Mostly available	Number of fellows	113	79	1	193
	Column Percent	37.23	38.25	49.80	37.69
Occasionally available	Number of fellows	37	33	.	70
	Column Percent	12.78	17.47	.	14.56
Not available	Number of fellows	2	2	.	4
	Column Percent	0.74	1.01	.	0.84
Total	Number of fellows	290	203	2	495
	Column Percent	100.00	100.00	100.00	100.00

BUT females met with their supervisor less than males.

			Gender			All Fellows
			Male	Female	Unknown	
14-How often meet w/ supervisor on individual basis?						
Daily	Number of fellows		95	42	.	137
	Column Percent		31.04	18.16	.	25.86
Weekly	Number of fellows		127	98	.	225
	Column Percent		44.50	49.29	.	46.17
Monthly	Number of fellows		48	27	1	76
	Column Percent		17.32	13.66	50.20	16.03
Less than once per month/Never	Number of fellows		21	36	1	58
	Column Percent		7.15	18.89*	49.80	11.93
Total	Number of fellows		291	203	2	496
	Column Percent		100.00	100.00	100.00	100.00



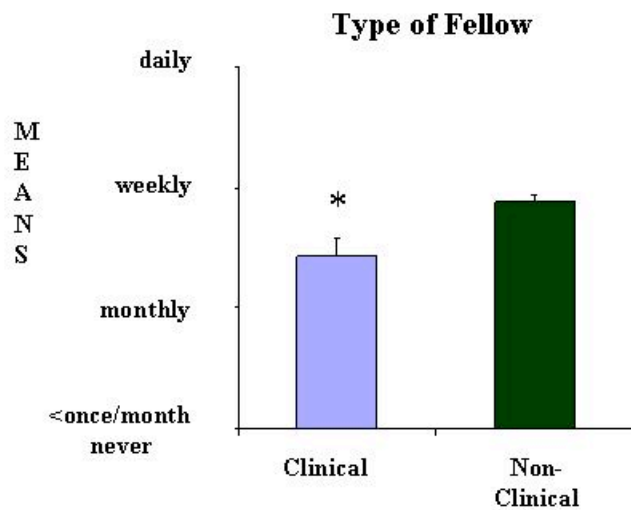
Online Figure 1. Gender is a demographic predictor of how often fellows meet with their supervisor. The variables (males vs. females) are on the x-axis. The y-axis shows the possible responses and the tops of the bars reflect the means of those responses. (*) indicates significance of $p < 0.001$. Aside from type of fellow (see below, figure 3), other demographic categories were not significant.



Online Figure 2. Percent of male and female respondents for each category showing the frequency with which fellows met with their supervisor.

AND clinical fellows met less with their supervisors than non-clinical fellows.

		Clinical Fellow	Research Fellow	IRTA/CRTA	Visiting Fellow
14-How often meet w/ supervisor on individual basis?					
Daily	N	8	35	21	67
	%	12.17	24.04	19.72	31.84
Weekly	N	18	64	52	86
	%	46.51	49.68	47.16	46.22
Monthly	N	11	15	19	25
	%	24.38	12.55	18.82	12.87
Less than once per month/Never	N	8	16	13	18
	%	16.93*	13.72	14.31	9.07
Total	N	45	130	105	196
	%	100.00	100.00	100.00	100.00



Online Figure 3. Type of fellow is a demographic predictor of how often fellows meet with their supervisor. Clinical fellows met with their supervisor less frequently than other types of fellows ($p=0.032$). See legend for online Figure 1 for further explanation of graph. Aside from gender, other demographic categories were not significant.

RECOGNITION

The issue of recognition at the NIH was addressed by asking if fellows felt they were receiving recognition in publications and presentations given by their supervisor, if they received appropriate recognition within their laboratory/branch, if their supervisor encouraged them to present their work at meetings, and if the supervisor promoted discussions with scientists outside of the laboratory/ branch. Ninety-three percent of NIH fellows felt that they received recognition in both publications and presentations, and in their laboratory/branch, most of the time or always. On average, **86%** of the fellows reported that their supervisors encouraged them to present their work at scientific meetings. Stratification by gender showed that **91%** of the males were encouraged to present their work at meetings, compared with only **78%** of the females (**p<0.001**). There was no significant difference by other demographic characteristics.

86% were encouraged to present work at meetings.

		Gender			All Fellows
		Male	Female	Unknown	
19-Supervisor encourage you to present work at meetings?					
Yes	Number of fellows	264	163	2	429
	Column Percent	91.21	78.29*	100.00	86.20
No	Number of fellows	26	38	.	64
	Column Percent	8.79	21.71	.	13.80
Total	Number of fellows	290	201	2	493
	Column Percent	100.00	100.00	100.00	100.00

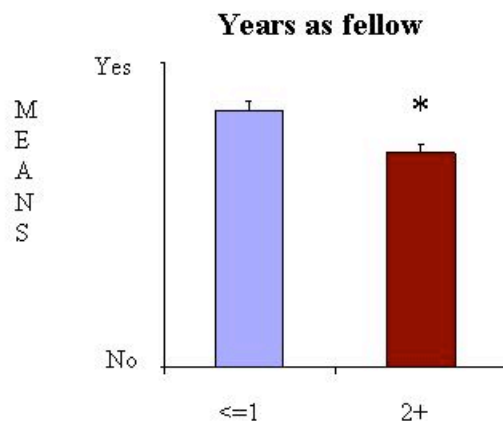
Another important component of training is networking with other scientists. When asked if their supervisor promoted introductions and discussions with scientists outside of the lab or branch, **75%** of the fellows reported that they were being introduced to other scientists. However, fellows who had been at the NIH longer reported that their supervisor promoted introductions and discussions with outside scientists less frequently (**70%**) than those who had been at the NIH 1 year or less (**84%**) (**p<0.002**). Although it did not reach significance, female fellows were less frequently (**70%**) introduced to scientists outside the lab/branch than their male counterparts (**78%**) (**p<0.072**).

75% said their supervisors introduced them to outside scientists.

		Gender			All Fellows
		Male	Female	Unknown	
20-Supervisor promote discuss w/ scientists outside lab/branch?					
Yes	Number of fellows	223	145	2	370
	Column Percent	78.03	70.37	100.00	75.12
No	Number of fellows	64	56	.	120
	Column Percent	21.97	29.63	.	24.88
Total	Number of fellows	287	201	2	490
	Column Percent	100.00	100.00	100.00	100.00

BUT fellows who had been at the NIH longer were less likely to be introduced to outside scientists than newer fellows.

		Year began fellowship	
		1-5 yrs	0.5-1 yr
20-Supervisor promote discuss w/ scientists outside lab/branch?	Yes	225	124
	Column Percent	70.07*	84.02
No	Number of fellows	89	29
	Column Percent	29.93	15.98
Total	Number of fellows	314	153
	Column Percent	100.00	100.00



Online Figure 4. Years in fellowship is a demographic predictor of whether or not supervisors promoted introductions and discussions with other scientists. Fellows who had been at the NIH two years or longer reported that their supervisors did not promote introductions and discussions with other scientists ($p<0.002$). See online Figure 1 for further explanation of graph.

There was no difference in mentoring based on number of fellows in the lab after adjusting for gender, ethnicity, type of fellow, number of years as fellow, and size of the institute.

Estimated Regression Coefficients for overall quality of mentoring				
Parameter	Estimate	Standard Error	t Value	Pr > t
Number of fellows in lab	0.0069331	0.03710129	0.19	0.852